

CITY OF MEDFORD

CAREER OPENING



MEDFORDOREGON.GOV



MEDFORD FIREFIGHTER



MEDFORD
OREGON



THE FINEST PEOPLE WORK HERE, SHOULDN'T YOU?

**Are you an experienced
Firefighter or wanting to begin
your firefighting career?**

**Medford Fire Department has
career openings for five (5)
firefighter positions**

ABOUT OUR CITY

Medford is located in Southern Oregon in the heart of the Rogue Valley and is the county seat for Jackson County. Located along Interstate 5 and just 27 miles north of the California border, Medford has 84,550 residents and is the regional industrial, medical and service center for 221,000 people, making it the fourth largest metro area in Oregon.

Protected by surrounding mountains, Medford has a relatively mild climate and four distinct seasons, providing diverse opportunities for year-round recreational and cultural opportunities. The area is serviced by the Rogue Valley International Airport, which provides non-stop flights to seven large hub airports.

Medford operates under the Council-Manager form of government with the Mayor, who is elected city-wide and eight Council members representing four different wards. The City allocates resources through a biennial budget that is approved through June 30, 2023.

The City has approximately 470 full-time employees in the following 11 departments; City Manager's Office, City Attorney, Building Safety, Finance, Fire, Human Resources, Parks, Recreation & Facilities, Planning, Police, Public Works and Innovation & Technology.

Now is a great time to become part of the City of Medford team!

OUR CITY'S VISION

Medford will continue to offer an exceptional quality of life for all generations. Residents and visitors alike will experience a vibrant community, safe connected neighborhoods, and an exemplary cultural and recreational opportunities. As the center of the Southern Oregon economy, businesses and educational institutions will find a collaborative environment encouraging partnerships, growth and innovation.

OUR MISSION STATEMENT

**Medford -
A Fantastic Place to
Live, Work & Play**



OUR CORE VALUES

INTEGRITY:

Adherence to moral principles and professional ethics – sound character.

ACCOUNTABILITY:

We recognize our decisions and actions – as individuals and as an organization – positively impacting the community through best practices.

CARING:

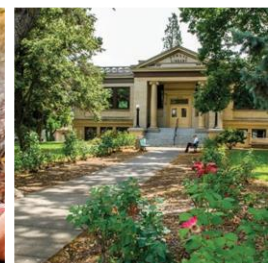
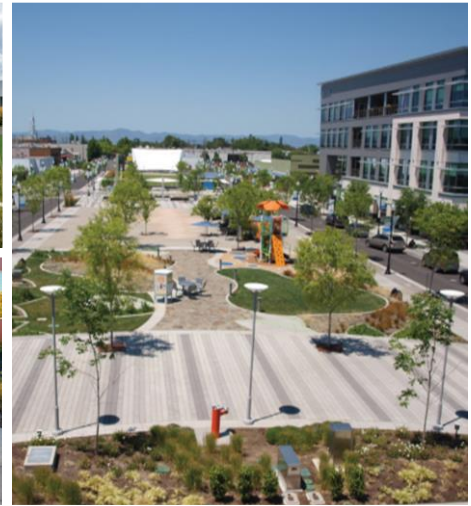
Enthusiastically embracing our community through a performance culture.

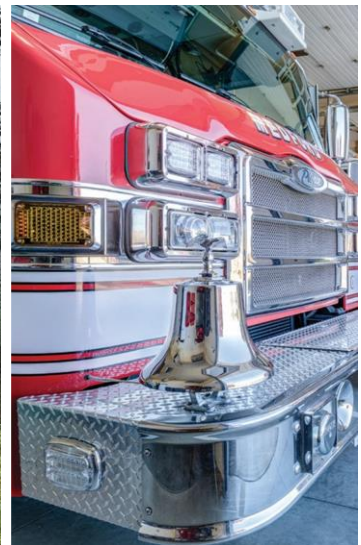
COURAGE:

Have the courage to make the difficult decisions and stand by them.

TEAMWORK:

Valuing our colleagues and community in working collaboratively.





ABOUT OUR FIRE DEPARTMENT

The Medford Fire Department is seen as the leader in fire service in Southern Oregon. We have 83 assigned personnel serving the city of Medford and the surrounding community. Additionally, we have a long term partnership (over 65 years) with our neighboring Fire District #2, covering a total response area of 56 square miles and join in mutual aid & automatic aid agreements with our other neighboring districts. The divisions within the fire department are Administration, Fire and Life Safety, Operations, Training and Emergency Management. The positions within those divisions are comprised of Deputy Fire Chief, Deputy Fire Marshals, Battalion Chiefs, Administrative Support Staff, Emergency Management Coordinator, Captains, Engineers and Firefighters. Our ISO Class 2 fire department has five (5) fire stations; three of the five stations were built within the last three years. The City has invested in high-quality equipment including engines custom built to serve the Medford community. We operate four engine companies and a ladder truck company. Areas of specialization within our department staffing include being one of the State Regional Hazardous Materials Teams and providing four (4) SWAT Medics supporting our police department during SWAT incidents.

A MESSAGE FROM OUR FIRE CHIEF, ERIC THOMPSON:

I am honored to have an opportunity to serve and lead our department. The Medford Fire Department is a well-supported, dynamic, and essential resource for our community. I view each of our members as elite professionals that serve our patrons selflessly, and embraces a supportive family atmosphere.



As a department we foster cooperative labor management principles and empower employees to facilitate continuous improvement and growth. Complacency and static energy are actions that do not exist in our organization.

Statistics, by themselves, do not characterize the dedication our members put forward in carrying out our mission, vision, and values. I am extremely proud of our professional staff, and would be honored if you considered becoming a member of our Fire Family.

Eric Thompson



THE POSITION

Firefighters are responsible for the protection of life and property through prevention, suppression, and in the response to emergency calls. Firefighters partner engage with the community to promote risk reduction and preparedness. Our new firefighters will be joining a progressive organization which has invested in its people and equipment to provide outstanding, high quality services to our community.

All Firefighters new to Medford will attend a recruit academy. To qualify for this position, you will need to be a minimum of 18 years of age. You will need to possess an Emergency Medical Technician (EMT) certification or higher, Firefighter 1 certification from IFSAC/NFPA/DPSST/Pro Board or any state or nationally accredited certifying body and must possess a high school diploma or GED.

Our Firefighters may not use tobacco on or off duty for duration of employment. Firefighters are represented by the International Association of Firefighters (IAFF). We recognize and appreciate the value and contributions of individuals with diverse backgrounds and experiences. The City of Medford invites all qualified individuals to apply.

A FULL JOB DESCRIPTION CAN BE FOUND:
medfordoregon.gov/Government/Departments/Human-Resources

WHAT YOU SHOULD HAVE

“We truly hire the very best!”

We truly hire the very best! As a Medford Firefighter you must be highly motivated and demonstrate a commitment to Medford and the surrounding communities. You should value teamwork and collaboration. Our firefighters serve in a culture that promotes excellence and are empowered to seek additional ways to enhance services to our community.

We place an emphasis on delivering excellent customer service in everything we do. You should exemplify integrity, trust and commitment to those we serve.



CORE COMPETENCIES FOR THIS ROLE

Communicativeness | Effective performers recognize the essential value of continuous information exchange. They actively seek information from a variety of sources and disseminate it in a variety of ways. They use modern technologies to access and circulate information. They take responsibility for ensuring that their people have the current and accurate information needed for success.

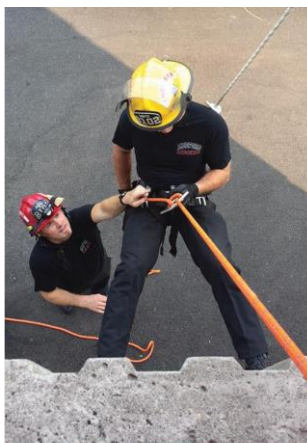
Composure | Effective performers maintain emotional control, even under ambiguous or stressful circumstances. They are able to demonstrate emotions appropriate to the situation and continue performing steadily and effectively.

Customer Service | Effective performers attend to customers in a timely manner. They view the organization through the eyes of the customer and go out of their way to anticipate and meet customer needs.

Drive/Energy | Effective performers have a high level of energy and the motivation to sustain it over time. They are ambitious and passionate about their role in the organization. They have the stamina and endurance to handle the substantial workload present in today's organizations. They know that a healthy work/life balance is important to sustained energy. They are motivated to maintain a fast pace and continue to produce even in exhausting circumstances.

Functional/Technical | Effective performers are knowledgeable and skilled in a functional specialty. They add organizational value through unique expertise in a functional specialty area. They remain current in their area of expertise and serve as a resource in that area for the organization.

Positive Impact | Effective performers make positive impressions on those around them. They are personable, self-confident, and generally likable. They are optimistic and enthusiastic about what they do, and their excitement is contagious. They energize those around them.



To apply visit the City's website at medfordoregon.gov and submit an online application, by Sunday, August 15, 2021. Candidates who meet the minimum qualifications and represent the skill set and desired traits for this position will be considered.

TIMELINE:

JULY 12: ----- Position opens
AUGUST 15: ----- Position closes
AUGUST 17: ----- Invitations distributed for physical agility test
SEPTEMBER 13 – 14: ----- On-site physical agility test
SEPTEMBER 15 – 17: ----- Assessment center
SEPTEMBER 20 – 21: ----- Top candidates will be invited to the Chief's Interview
FEBRUARY 2022: ----- Target Start Date

*selection process and timelines are subject to change.

COMPENSATION & BENEFITS:

The salary range for this position is **\$71,968 - \$89,877**. Pay differentials for advanced EMT certifications are available as follows;

- Advanced 2%
- Intermediate 5%
- Paramedic 9.5%

Experienced Firefighters are encouraged to apply. Salary placement will be based upon experience, qualifications and in adherence with Oregon pay equity law.

The City of Medford provides an excellent benefits package including:

INSURANCE BENEFITS:

- Medical/Dental/Vision for employee and family at little or no cost
- Long Term Disability Insurance – Provided by the City
- Life Insurance – Policy Value of \$50,000 – Provided by the City
- Accidental Death & Dismemberment – Policy Value of \$50,000 – Provided by the City
- Health Reimbursement Arrangement (HRA-VEBA) – Contributions provided by The City
- Flexible Spending Account (FSA) – Employees have the option to enroll in a Health Care FSA or a Dependent Care FSA
- Voluntary Aflac and additional life insurance available

WELLNESS:

- The City's Wellness Program promotes physical, social, emotional, intellectual, financial and environmental wellness with various goals and challenges to participate in throughout the year; Employees may qualify for wellness incentives by completing milestones set within the wellness program
- Fitness Center at each Fire Station as well as the City has a fully equipped fitness center available 24 hours a day at Headquarters

VACATION AND SICK LEAVE:

- Employees accrue vacation starting at 134.4 hours per year
- Employees earn 168 hours of paid sick leave annually

RETIREMENT:

- Oregon Public Employee Retirement System (PERS) is 100% paid as the City pays both the Employee's (6%) and Employer's (6%)
- Deferred compensation (Section 457 Plan) for employee's retirement planning

THE CITY OF MEDFORD IS AN EQUAL OPPORTUNITY EMPLOYER

If you have any questions or wish to explore this opportunity further, please contact Human Resources:

[Email: jill.auborn@cityofmedford.org](mailto:jill.auborn@cityofmedford.org) | Phone: 541-774-2012



City of Medford | Fire Department
200 South Ivy Street, Medford, OR 97501

